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COMMISSIONER OF ADMINISTRATION

State of Louisiana
Division of Administration
Office of State Uniform Payroll

January 8, 2016

OFFICE OF STATE UNIFORM PAYROLL MEMORANDUM #2016-36

TO: LaGov HCM Paid Agency Human Resources
and Employee Administration Staff

FROM: Andrea P. Hubbard
Director

SUBJECT: Tax Rates for Calendar Year 2016

Effective January 1, 2016, the new Federal Tables for income tax withholding will be used in calculating tax deductions. The withholding allowance amount for a biweekly payroll period has increased to **\$155.80** for 2016.

The Social Security wage base for 2016 remains at **\$118,500**. The employee and employer Social Security tax rates remain at 6.2%. The maximum Social Security tax withheld from the employee and matched by the employer remains at \$7,347.00.

The Medicare tax rate remains at 1.45% for employee and employer for 2016. There is no wage base limit for Medicare tax. However, an additional Medicare tax of 0.9% will be withheld from any employee's Medicare wages in excess of \$200,000. The additional Medicare tax will be withheld beginning with the pay period in which wages exceed \$200,000 and will continue for the remainder of the calendar year. This additional Medicare tax is only imposed on the employee. There is no employer share of additional Medicare tax.

IRS Publication 15, Circular E, Employer's Tax Guide, revised for 2016 has been released. The entire publication can be accessed through the IRS website at <https://www.irs.gov/pub/irs-pdf/p15.pdf>. The new tax tables begin on page 44 of the publication. Agencies may not receive a hard copy in the mail due to all state agencies being under one tax ID.

Employees may see a difference in their net pay due to the tax changes above. A message was added to the January 08, 2016 checks and payroll statements advising employees of this. A message was also added on the LEO Welcome page.

If you have any questions, please contact a member of the OSUP Wage and Tax Administration Unit at _DOA-OSUP-WTA@la.gov or (225):

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